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AUTHOR Chen, May K. C.
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ABSTRACT

Information on newly hired faculty in New Jersey public colleges for fall 1984 and fall 1985 is presented, including degrees held, academic rank, and teaching fields. Data are provided for the state colleges, community colleges, Rutgers University, the New Jersey Institute of Technology, and the University of Medicine and Dentistry of New Jersey (UMDNJ), as well as for individual state and community colleges. Highlights include: a total of 485 new faculty members were hired in fall 1984, and 482 in fall 1985; the proportion of doctoral degree holders (including Ph.D., Ed.D., M.D., and J.D.) increased from 49.8% to 53.4%; the proportion of terminal degree receivers increased from 64.1% to 67%; for both years, more than half of the new faculty members were hired at the rank of assistant professor or higher (56% in 1984 and 58.7% in 1987); the majority of new faculty in natural sciences held doctorates (66.7% in 1984 and 78.4% in 1985); more than half of new computer science/math faculty had a master's as their highest degree; at community colleges, unlike the senior public sector, the majority of newly hired faculty in each of the teaching fields held master's degrees as their highest degree received. (SW)

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CHANCELLOR REPORT TO THE BOARD OF HIGHER EDUCATION

Selected Characteristics of Newly Hired Faculty in New Jersey Public Colleges and Universities: Fall 1984 - Fall 1985

New Jersey Department of Higher Education
225 West State Street - CN 542
Trenton, New Jersey 08625

Prepared by: May K. C. Chen, Ph.D.
Assistant Director

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Selected Characteristics of Newly Hired Faculty in New Jersey Public Colleges and Universities: Fall 1984 - Fall 1985*

New Jersey public institutions hired a total of 485 new faculty members in Fall 1984, and 482 in Fall 1985. In the fall of 1985, while the number of the new faculty slightly declined by 3 from the previous fall, the proportion of the doctoral degree holders (including Ph.D., Ed.D., M.D., and J.D.) increased by 3.6 percentage points, from 49.8% to 53.4%. Meanwhile, the proportion of the terminal degree receivers also increased from 64.1% to 67%. For both years, more than half of the new faculty members were hired at the rank of assistant professor or higher: 56% in 1984 and 58.7% in 1985.

Doctoral Degree Holders

Over the past two academic years, around half of the new faculty in our public institutions were doctoral degree holders at the time of appointment:** 242 out of 485 (49.8%) in 1986, and 257 out of 482

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*The credentials of new faculty hired in Fall 1982 and 1983 were discussed in "ORM Volume 4: Report Number 2, "Characteristics of Newly Hired Faculty in New Jersey Public Colleges and Universities, 1983-84", Special Report Series, New Jersey Department of Higher Education, May 1984.

**New faculty are often hired while they are in the final stages of completing doctoral dissertations. However, since the Department's survey of newly hired faculty asked for only highest degree obtained at the time they were hired, the exact proportion of new faculty in the category "all but dissertation" could not be determined.

(53.4%) in 1985 (Table 1). Among senior public institutions, doctoral degree holders comprised the majority of the new faculty at Rutgers (71.4% in 1984, 76.7% in 1985), N.J.I.T. (76.5% in 1984, 50% in 1985), and U.M.D.N.J. (86% in 1984, 89% in 1985). Close to half of the new faculty members at the state colleges (44.1% in 1984, 46.7% in 1985) held a doctoral degree. At the community colleges, however, a master's degree was the highest degree received by the vast majority of the new faculty members, 77.7% in 1984 and 81.8% in 1985. Only 8.9% of the new faculty at community colleges held doctorates in 1984; the percentage, 5.5%, was even lower in 1985.

Terminal Degree Holders and Academic Rank

While a doctoral degree is the highest degree awarded in all fields, it is not for all fields. In some fields, such as nursing, fine arts, architectural/industrial design, and accounting, the master's degree is the highest educational credential awarded. Therefore, the extent to which terminal degrees below the doctoral level are prevalent should clarify the issue of the academic credentials of faculty hired by New Jersey public institutions. In addition, the analysis of their degrees and the academic rank of their new positions would provide further information about our new faculty members' academic credentials.

As indicated in Table 2, of the total 485 new faculty members in Fall 1984, 311 (64.1%) held terminal degrees, while 323 (67%) of the 482 did in Fall 1985. UMDNJ had the highest proportion of terminal degree holders among its new faculty members; the percentage was above 90% for both years. Rutgers followed closely with over 80% of its new faculty being terminal degree holders. N.J.I.T.'s percentages (76.5% in 1984 and 72.7% in 1985) were also well above the overall state figures for both years, while the percentages for the state college sector (62.5% in 1984 and 61.7% in 1985) were slightly below the state figures. Although less than 10% of the new faculty at the community colleges had doctoral degrees, the proportion of the terminal degree holders tripled that figure. In comparison to the senior colleges where the number of terminal degree holders remained relatively constant, the percentages at the community colleges increased from 27.7% in 1984 to 33.6% in 1985.

For the past two academic years, more than half of the new faculty at our public institutions were hired at the rank of assistant professor or higher: 56% in 1984 and 58.7% in 1985 (Table 3). Although the state colleges did not have the highest proportion of terminal degree holders among their new faculty, the majority of their faculty appointments were hired at the rank of assistant professor or above. The percentage in 1984 was 78%, and 82% in 1985. The remaining three senior sectors also hired more than half of their new faculty at ranks higher than instructors. The percentage for Rutgers was 54.7% in 1984 and 61% in 1985, for N.J.I.T., 58.8% and 50%, and 67.4% and 58.7% for U.M.D.N.J.

The community colleges, the sector that had the lowest percentage of doctoral and terminal degree holders, appointed relatively fewer new faculty to the rank of assistant professor or above. Although the percentage has increased, only 22.3% of all new faculty in 1984 and 31.8% in 1985 were hired into these ranks.

Degrees and Teaching Fields

Of the fields in which most hiring occurred, as indicated in Table 4, the vast majority of the new faculty in the natural sciences held doctorates (66.7% in 1984 and 78.4% in 1985). In computer science/math, for two consecutive years, more than half of the new faculty had a master's as their highest degree. In business and other fields such as social sciences and humanities, doctoral degree holders and master's degree holders each comprised about half of the new faculty. However, a further breakdown by institutional sector (Tables 5 through 9) shows that this pattern varies by teaching field and institutional sector.

At Rutgers, doctoral degree holders were in the majority in all fields (Table 5). At N.J.I.T., the majority of the newly hired faculty held doctoral degrees in all fields except computer/math where doctoral and master's degree holders each comprised 50% over the past two years (Table 6). As indicated in Table 7, few newly hired faculty members at U.M.D.N.J. did not hold a Ph.D. or M.D. at the time of employment. At the state colleges, doctoral degree holders comprised the majority of new

hires in the natural sciences, while master's degree holders represented more than half of the new faculty members in the remaining fields where most hiring occurred. Of the other fields where approximately 40% of hiring occurred (including such disciplines as humanities and the social sciences), master's and doctoral degree holders each comprised half of the new faculty members (Table 8). At community colleges, unlike the senior public sector, the vast majority of the newly hired faculty in each of the teaching fields held master's degrees as their highest degree received (Table 9).

Table 1

Newly Hired Full-Time Faculty
by Degrees Conferred, Fall 1984 and 1985

Degrees Conferred	Fall 1984		Fall 1985	
	#	%	#	%
RUTGERS				
No Degree	---	---	---	---
Associate	---	---	---	---
Bachelor's	2	1.2%	3	1.8%
Master's	44	27.3%	36	21.6%
Doctorate	110	68.3%	124	74.3%
J.D.	5	3.1%	4	2.4%
Medical	---	---	---	---
Total	161	100.0%	167	100.0%
NJIT				
No Degree	---	---	---	---
Associate	---	---	---	---
Bachelor's	---	---	---	---
Master's	4	23.5%	11	50.0%
Doctorate	13	76.5%	11	50.0%
J.D.	---	---	---	---
Medical	---	---	---	---
Total	17	100.0%	22	100.0%
UMDNJ				
No Degree	---	---	---	---
Associate	---	---	---	---
Bachelor's	1	2.3%	4	6.3%
Master's	5	11.6%	3	4.8%
Doctorate	5	11.6%	16	25.4%
J.D.	---	---	---	---
Medical	32	74.4%	40	63.5%
Total	43	100.0%	63	100.0%
STATE COLLEGES				
No Degree	---	---	---	---
Associate	1	0.7%	---	---
Bachelor's	1	0.7%	3	2.5%
Master's	83	54.6%	61	50.8%
Doctorate	65	42.8%	53	44.2%
J.D.	2	1.3%	3	2.5%
Medical	---	---	---	---
Total	152	100.0%	120	100.0%
COMMUNITY COLLEGES				
No Degree	---	---	1	0.9%
Associate	1	0.9%	1	0.9%
Bachelor's	14	12.5%	12	10.9%
Master's	87	77.7%	90	81.8%
Doctorate	9	8.0%	6	5.5%
J.D.	1	0.9%	---	---
Medical	---	---	---	---
Total	112	100.0%	110	100.0%
TOTAL				
No Degree	---	---	1	0.2%
Associate	2	0.4%	1	0.2%
Bachelor's	18	3.7%	22	4.6%
Master's	223	46.0%	201	41.7%
Doctorate	202	41.6%	210	43.6%
J.D.	8	1.6%	7	1.5%
Medical	32	6.6%	40	8.3%
Total	485	100.0%	482	100.0%

Table 2
Newly Hired Full-Time Faculty
with Terminal* and Non-Terminal Degrees
Fall 1984 and 1985

Sector/Degree	Fall 1984		Fall 1985	
	#	%	#	%
RUTGERS				
Terminal Degree	131	81.4%	138	82.6%
Non-Terminal Degree	30	18.6%	29	17.4%
Total	161	100.0%	167	100.0%
NJIT				
Terminal Degree	13	76.5%	16	72.7%
Non-Terminal Degree	4	23.5%	6	27.3%
Total	17	100.0%	22	100.0%
UMDNJ				
Terminal Degree	41	95.3%	58	92.1%
Non-Terminal Degree	2	4.7%	5	7.9%
Total	43	100.0%	63	100.0%
STATE COLLEGES				
Terminal Degree	95	62.5%	74	61.7%
Non-Terminal Degree	57	37.5%	46	38.3%
Total	152	100.0%	120	100.0%
COMMUNITY COLLEGES				
Terminal Degree	31	27.7%	37	33.6%
Non-Terminal Degree	81	72.3%	73	66.4%
Total	112	100.0%	110	100.0%
TOTAL				
Terminal Degree	311	64.1%	323	67.0%
Non-Terminal Degree	174	35.9%	159	33.0%
Total	485	100.0%	482	100.0%

* In fields such as nursing, fine arts, architectural/industrial design, and accounting, for example, the master's degree usually represents the highest educational credential awarded. These are included along with the Ph.D., Ed.D., J.D., and M.D. in the total number of terminal degrees.

Table 3
Newly Hired Full-Time Faculty
by Academic Rank, Fall 1984 and 1985

Sector/Rank	Fall 1984		Fall 1985	
	#	%	#	%
RUTGERS				
Professor	3	1.9%	9	5.4%
Assoc. Prof.	14	8.7%	11	6.6%
Asst. Prof.	71	44.1%	82	49.1%
Instructor, et. al.	73	45.3%	65	38.9%
Total	161	100.0%	167	100.0%
NJIT				
Professor	2	11.8%	1	4.5%
Assoc. Prof.	3	17.6%	3	13.6%
Asst. Prof.	5	29.4%	7	31.8%
Instructor, et. al.	7	41.2%	11	50.0%
Total	17	100.0%	22	100.0%
UMDNJ				
Professor	1	2.3%	4	6.3%
Assoc. Prof.	3	7.0%	2	3.2%
Asst. Prof.	25	58.1%	31	49.2%
Instructor, et. al.	14	32.6%	26	41.3%
Total	43	100.0%	63	100.0%
STATE COLLEGES				
Professor	3	2.0%	3	2.5%
Assoc. Prof.	17	11.2%	11	9.2%
Asst. Prof.	99	65.1%	84	70.0%
Instructor, et. al.	33	21.7%	22	18.3%
Total	152	100.0%	120	100.0%
COMMUNITY COLLEGES				
Professor	0	0.0%	1	0.9%
Assoc. Prof.	3	2.7%	4	3.6%
Asst. Prof.	22	19.6%	30	27.3%
Instructor, et. al.	87	77.7%	75	68.2%
Total	112	100.0%	110	100.0%
TOTAL				
Professor	9	1.9%	18	3.7%
Assoc. Prof.	40	8.2%	31	6.4%
Asst. Prof.	222	45.8%	234	48.5%
Instructor, et. al.	214	44.1%	199	41.3%
Total	485	100.0%	482	100.0%

Table 4
Newly Hired Full-Time Faculty
by Teaching Fields and Degrees Conferred
Fall 1984 and 1985

Total Public Institutions

Teaching Fields & Degrees Conferred	Fall 1984		Fall 1985	
	#	%	#	%
BUSINESS				
No Degree	---	---	1	1.5%
Associate	1	1.3%	---	---
Bachelor's	2	2.6%	1	1.5%
Master's	37	48.1%	39	57.4%
Doctorate	32	41.6%	25	36.8%
J.D.	5	6.5%	2	2.9%
Medical	---	---	---	---
Total	77	100.0%	68	100.0%
COMPUTER/MATH				
No Degree	---	---	---	---
Associate	---	---	---	---
Bachelor's	4	5.7%	5	8.9%
Master's	48	68.6%	30	53.6%
Doctorate	18	25.7%	21	37.5%
J.D.	---	---	---	---
Medical	---	---	---	---
Total	70	100.0%	56	100.0%
ENGINEERING/ ARCHITECTURE				
No Degree	---	---	---	---
Associate	---	---	---	---
Bachelor's	2	8.0%	2	6.9%
Master's	6	24.0%	13	44.8%
Doctorate	17	68.0%	14	48.3%
J.D.	---	---	---	---
Medical	---	---	---	---
Total	25	100.0%	29	100.0%
MEDICINE/HEALTH				
No Degree	---	---	---	---
Associate	---	---	---	---
Bachelor's	6	7.1%	6	6.3%
Master's	35	41.2%	27	28.1%
Doctorate	13	15.3%	24	25.0%
J.D.	---	---	---	---
Medical	31	36.5%	39	40.6%
Total	85	100.0%	96	100.0%
NATURAL SCIENCE				
No Degree	---	---	---	---
Associate	---	---	---	---
Bachelor's	---	---	3	5.9%
Master's	14	33.3%	7	13.7%
Doctorate	28	66.7%	40	78.4%
J.D.	---	---	---	---
Medical	---	---	1	2.0%
Total	42	100.0%	51	100.0%
OTHER				
No Degree	---	---	---	---
Associate	1	0.5%	1	0.5%
Bachelor's	4	2.2%	5	2.7%
Master's	83	44.6%	85	46.7%
Doctorate	94	50.5%	86	47.3%
J.D.	3	1.6%	5	2.7%
Medical	1	0.5%	---	---
Total	186	100.0%	182	100.0%

Table 5
Newly Hired Full-Time Faculty
by Teaching Fields and Degrees Conferred
Fall 1984 and 1985

Rutgers - Total

Teaching Fields & Degrees Conferred	Fall 1984		Fall 1985	
	#	%	#	%
BUSINESS				
Associate	---	---	---	---
Bachelor's	1	3.7%	---	---
Master's	3	11.1%	9	33.3%
Doctorate	21	77.8%	18	66.7%
J.D.	2	7.4%	---	---
Medical	---	---	---	---
Total	27	100.0%	27	100.0%
COMPUTER/MATH				
Associate	---	---	---	---
Bachelor's	---	---	---	---
Master's	9	56.3%	3	23.1%
Doctorate	7	43.8%	10	76.9%
J.D.	---	---	---	---
Medical	---	---	---	---
Total	16	100.0%	13	100.0%
ENGINEERING/ ARCHITECTURE				
Associate	---	---	---	---
Bachelor's	---	---	---	---
Master's	1	12.5%	1	11.1%
Doctorate	7	87.5%	8	88.9%
J.D.	---	---	---	---
Medical	---	---	---	---
Total	8	100.0%	9	100.0%
MEDICINE/HEALTH				
Associate	---	---	---	---
Bachelor's	---	---	---	---
Master's	7	46.7%	2	11.8%
Doctorate	8	53.3%	15	88.2%
J.D.	---	---	---	---
Medical	---	---	---	---
Total	15	100.0%	17	100.0%
NATURAL SCIENCE				
Associate	---	---	---	---
Bachelor's	---	---	2	11.1%
Master's	1	6.7%	---	---
Doctorate	14	93.3%	16	88.9%
J.D.	---	---	---	---
Medical	---	---	---	---
Total	15	100.0%	18	100.0%
OTHER				
Associate	---	---	---	---
Bachelor's	1	1.3%	1	1.2%
Master's	23	28.8%	21	25.3%
Doctorate	53	66.3%	57	68.7%
J.D.	3	3.8%	4	4.8%
Medical	---	---	---	---
Total	80	100.0%	83	100.0%

Table 6
Newly Hired Full-Time Faculty
by Teaching Fields and Degrees Conferred
Fall 1984 and 1985

NJIT

Teaching Fields & Degrees Conferred	Fall 1984		Fall 1985	
	#	%	#	%
BUSINESS		NONE		
COMPUTER/MATH				
Associate	---	---	---	---
Bachelor's	---	---	---	---
Master's	2	50.0%	4	50.0%
Doctorate	2	50.0%	4	50.0%
J.D.	---	---	---	---
Medical	---	---	---	---
Total	4	100.0%	8	100.0%
ENGINEERING/ ARCHITECTURE				
Associate	---	---	---	---
Bachelor's	---	---	---	---
Master's	1	14.3%	7	58.3%
Doctorate	6	85.7%	5	41.7%
J.D.	---	---	---	---
Medical	---	---	---	---
Total	7	100.0%	12	100.0%
MEDICINE/HEALTH		NONE		
NATURAL SCIENCE				
Associate	---	---	---	---
Bachelor's	---	---	---	---
Master's	---	---	---	---
Doctorate	1	100.0%	---	---
J.D.	---	---	---	---
Medical	---	---	---	---
Total	1	100.0%	---	---
OTHER				
Associate	---	---	---	---
Bachelor's	---	---	---	---
Master's	1	20.0%	---	---
Doctorate	4	80.0%	2	100.0%
J.D.	---	---	---	---
Medical	---	---	---	---
Total	5	100.0%	2	100.0%

Table 7
Newly Hired Full-Time Faculty
by Teaching Fields and Degrees Conferred
Fall 1984 and 1985

UMDNJ

Teaching Fields & Degrees Conferred	Fall 1984		Fall 1985	
	#	%	#	%
BUSINESS		NONE		
COMPUTER/MATH		NONE		
ENGINEERING/ ARCHITECTURE		NONE		
MEDICINE/HEALTH				
Associate	---	---	---	---
Bachelor's	1	2.5%	4	7.7%
Master's	5	12.5%	3	5.8%
Doctorate	3	7.5%	6	11.5%
J.D.	---	---	---	---
Medical	31	77.5%	39	75.0%
Total	40	100.0%	52	100.0%
NATURAL SCIENCE				
Associate	---	---	---	---
Bachelor's	---	---	---	---
Master's	---	---	---	---
Doctorate	2	100.0%	10	90.9%
J.D.	---	---	---	---
Medical	---	---	1	9.1%
Total	2	100.0%	11	100.0%
OTHER				
Associate	---	---	---	---
Bachelor's	---	---	---	---
Master's	---	---	---	---
Doctorate	---	---	---	---
J.D.	---	---	---	---
Medical	1	100.0%	---	---
Total	1	100.0%	---	---

Table 8
Newly Hired Full-Time Faculty
by Teaching Fields and Degrees Conferred
Fall 1984 and 1985

State Colleges

Teaching Fields & Degrees Conferred	Fall 1984		Fall 1985	
	#	%	#	%
BUSINESS				
Associate	1	2.9%	---	---
Bachelor's	---	---	1	4.2%
Master's	20	58.8%	15	62.5%
Doctorate	11	32.4%	6	25.0%
J.D.	2	5.9%	2	8.3%
Medical	---	---	---	---
Total	34	100.0%	24	100.0%
COMPUTER/MATH				
Associate	---	---	---	---
Bachelor's	1	3.8%	1	5.0%
Master's	17	65.4%	12	60.0%
Doctorate	8	30.8%	7	35.0%
J.D.	---	---	---	---
Medical	---	---	---	---
Total	26	100.0%	20	100.0%
ENGINEERING/ ARCHITECTURE				
Associate	---	---	---	---
Bachelor's	---	---	---	---
Master's	2	40.0%	2	100.0%
Doctorate	3	60.0%	---	---
J.D.	---	---	---	---
Medical	---	---	---	---
Total	5	100.0%	2	100.0%
MEDICINE/HEALTH				
Associate	---	---	---	---
Bachelor's	---	---	---	---
Master's	10	83.3%	3	42.9%
Doctorate	2	16.7%	4	57.1%
J.D.	---	---	---	---
Medical	---	---	---	---
Total	12	100.0%	7	100.0%
NATURAL SCIENCE				
Associate	---	---	---	---
Bachelor's	---	---	---	---
Master's	4	30.8%	4	25.0%
Doctorate	9	69.2%	12	75.0%
J.D.	---	---	---	---
Medical	---	---	---	---
Total	13	100.0%	16	100.0%
OTHER				
Associate	---	---	---	---
Bachelor's	---	---	1	2.0%
Master's	30	48.4%	24	47.1%
Doctorate	32	51.6%	25	49.0%
J.D.	---	---	1	2.0%
Medical	---	---	---	---
Total	62	100.0%	51	100.0%

Table 9
Newly Hired Full-Time Faculty
by Teaching Fields and Degrees Conferred
Fall 1984 and 1985

Community Colleges

Teaching Fields & Degrees Conferred	Fall 1984		Fall 1985	
	#	%	#	%
BUSINESS				
No Degree	---	---	1	5.9%
Associate	---	---	---	---
Bachelor's	1	6.3%	---	---
Master's	14	87.5%	15	88.2%
Doctorate	---	---	1	5.9%
J.D.	1	6.3%	---	---
Medical	---	---	---	---
Total	16	100.0%	17	100.0%
COMPUTER/MATH				
No Degree	---	---	---	---
Associate	---	---	---	---
Bachelor's	3	12.5%	4	26.7%
Master's	20	83.3%	11	73.3%
Doctorate	1	4.2%	---	---
J.D.	---	---	---	---
Medical	---	---	---	---
Total	24	100.0%	15	100.0%
ENGINEERING/ ARCHITECTURE				
No Degree	---	---	---	---
Associate	---	---	---	---
Bachelor's	2	40.0%	2	33.3%
Master's	2	40.0%	3	50.0%
Doctorate	1	20.0%	1	16.7%
J.D.	---	---	---	---
Medical	---	---	---	---
Total	5	100.0%	6	100.0%
MEDICINE/HEALTH				
No Degree	---	---	---	---
Associate	---	---	---	---
Bachelor's	5	27.8%	2	10.0%
Master's	13	72.2%	18	90.0%
Doctorate	---	---	---	---
J.D.	---	---	---	---
Medical	---	---	---	---
Total	18	100.0%	20	100.0%
NATURAL SCIENCE				
No Degree	---	---	---	---
Associate	---	---	---	---
Bachelor's	---	---	1	16.7%
Master's	9	81.8%	3	50.0%
Doctorate	2	18.2%	2	33.3%
J.D.	---	---	---	---
Medical	---	---	---	---
Total	11	100.0%	6	100.0%
OTHER				
No Degree	---	---	---	---
Associate	1	2.6%	1	2.2%
Bachelor's	3	7.9%	3	6.5%
Master's	29	76.3%	40	87.0%
Doctorate	5	13.2%	2	4.3%
J.D.	---	---	---	---
Medical	---	---	---	---
Total	38	100.0%	46	100.0%